

UWFA President's Report – 10 December 2025

Peter J. Miller

Thanks to Lisa and Marissa for their work on all our behalf.

Some items we are or have been working on:

Bargaining

- Collegiate bargaining: as announced by email, we bargained a strong contract for our members that was ratified with a strong majority. The full document should be online soon.
- CAS preparations in new year: CAS agreement expires in June, so we are moving forward on bargaining prep, first by a Chief Negotiator and team, then a job action committee, and numerous meetings as well as a survey of members. We're determined to make up further ground for CAS, building on the historic gains of the last round.

Governance and CA Issues

- Hiring issues re: new process. We warned the Employer; collecting member feedback for next round, so please send comments to Lisa and me.
- Senate caucus has been held for almost one year now and continues to grow and be useful to members.
- US Travel items: nothing to report (members had asked)

University

- Dean of Science: met with all three candidates, but ended with a failed search and an Acting Dean
- Dean of Collegiate: meeting with all four candidates. Mr. Osaed Khan hired.
- Dean of Arts: meeting with all four candidates. Dr. Tracy Whalen hired.
- I was invited to serve on tenure and promotion question & answer panel, which went well and seemed quite useful to attendees.
- I was invited to speak at the United Way Campaign launch on the enduring relationship between labour and the United Way.
- We met with the Board Chair immediately in the aftermath of Pres. Mondor's dismissal and had a very productive and positive conversation.

Academic Labour

- Labour stuff: Dalhousie lockout settled; APPUSB settled; OPSEU Settled; CUPE 3912 St Marys and Mount Saint Vincent. UWFA sent financial support where necessary.
- Dexterra cleaners on campus organized with Service Employees International Union. We met with the organization, sent a letter of support in June, I spoke at an organizing meeting, I spoke to President; I emailed President with Dexterra earnings info. They managed to secure a first-ever agreement in the fall.

Govt

- International student healthcare: met with UWSA and attended their rally to demand the government restore international student healthcare (a promise in the NDP platform).
- Federal budget: 2% cut to tri-agency; no increase in provincial transfers; additional limits on international students, but return of grad student exemption. Still, these limits on work permits (and the actual results of how many are given) are dire.
- Parliament's Standing Committee on Science and Research and disaggregated and non-anonymized data for all competitions, etc. There were demands for data to be released on all applications to the tri-agencies with no removal of identification, etc. This was defeated, but now there is a request for anonymized data; one agency president said they would not have complied because the request was illegal. From CAUT: looking at "significant rollbacks" in EDI at the tri-agencies with a "bigger battle" on EDI ahead.

Members

- Summer: individual member issues by phone and email
- Screened *The Encampments* at the Cinematheque. Fifty members attended.
- UWFA bowling and Fort Whyte events.
- Knapsack Coffee in the UWFA offices.

CAUT Council issues

- **Bill 3 Quebec issues: main and optional – attempt to limit unions' involvement in political and social action**
- **Alberta Back to School Act: back to work for striking teachers – notwithstanding clause to prevent legal recourse; in place for four years**
- **Alberta Fairness in Sport Act: gender verification on challenge for girls as young as 12: "The harm doesn't stop there: the Act is enforced under a complaint-based system. If someone questions a participant's eligibility to participate, they can lodge a challenge and the participant will be required to produce a birth registration document to confirm their sex assigned at birth. This means that *all girls and young women playing sports in Alberta will be subject to scrutiny of their bodies by adults, in a grotesque violation of their privacy and dignity.*"**